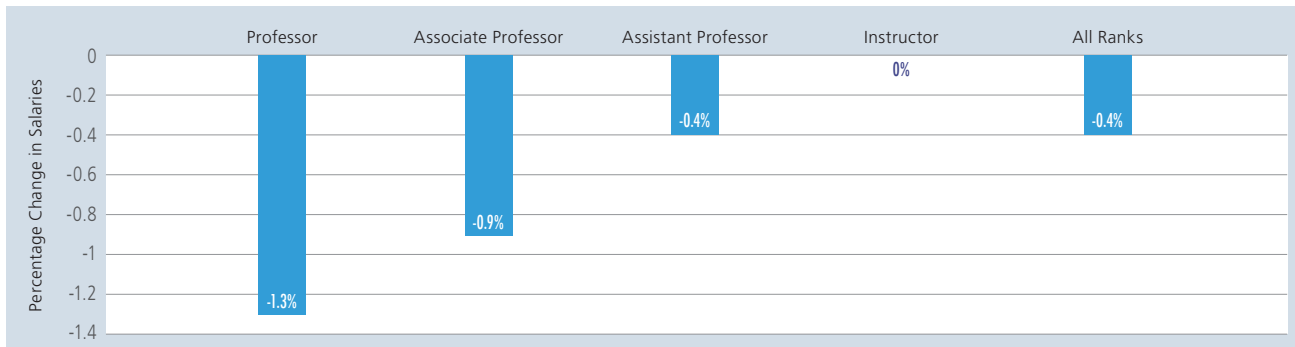


## FACULTY COMPENSATION AND COVID-19

In July 2021, the American Association of University Professors (AAUP) released *The Annual Report on the Economic Status of the Profession, 2020-21*. This report shares data from surveys conducted by the AAUP Research Department which explore faculty compensation and the financial impact of the COVID-19 pandemic on higher education.

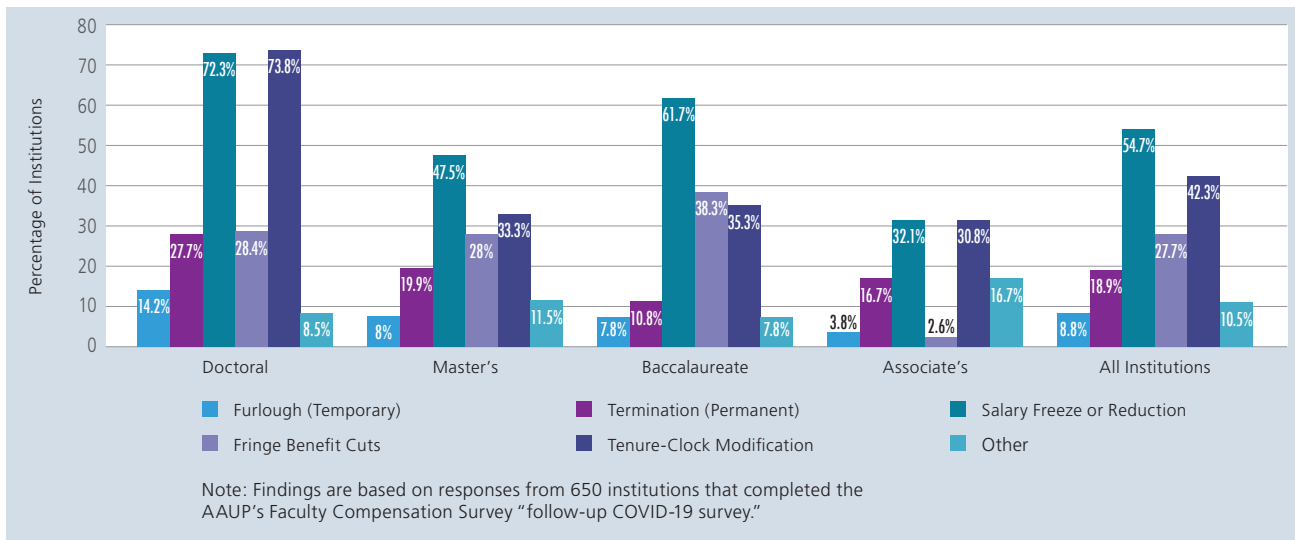
Findings indicate that real wages for full-time faculty fell by 0.4 percent between academic years 2019–20 and 2020–21. This figure represents the first decrease in real wages since 2011–12.

Average Percentage Change in Full-Time Faculty Salaries, in Real Terms, 2019–20 to 2020–21



In response to the COVID-19 pandemic, 54.7 percent of reporting institutions implemented a “salary freeze or reduction” and 42.3 percent implemented “tenure-clock modifications.” The chart below illustrates additional actions taken by institutions in response to COVID-19.

Percentage of Institutions Taking Actions that Affected at Least Some Full-Time Faculty Members During 2020–21, by Institutional Category



Findings also reveal that “most institutions employed fewer full-time faculty members, paid lower inflation-adjusted salaries, and contributed less to retirement plans as a percentage of average salary” in fall 2020 as compared with fall 2019.

Percentage Change in Key Full-Time Faculty Compensation Metrics for Institutions, All Ranks, Fall 2109–Fall 2020

